

Case Study: **Hirsh Industries**

Industry:
Manufacturing

Challenge:
Reduction in
worker's compensation
expenses



The Project: Hirsh Industries manufactures steel filing cabinets and steel shelving units. The company was losing a growing number of man-hours due to work-related injuries – and incurring very high worker's compensation expenses. The Delaware Economic Development Office was on-hand to assist the company.

The Challenge: Hirsh Industries had a high number of work-related injuries that needed to be reduced not only for personal safety, but also to reduce extremely high worker's compensation expenses. To address the problem, the company needed to instill a safety program for its 200 employees. This program needed to be completed quickly and in a cost-effective manner.

The Solution: The Delaware Economic Development Office provided Hirsh Industries with a \$29,500 grant for the safety program from the Blue Collar Fund. The company provided \$69,000 in matching funds. DEDO helped coordinate a three-component Safety Program that included an Educational Program, a Medical Case/Management Service Employee section, and a Development Program for Safety & Health Policy & Procedures. The 200 employees spend 5 hours each in the educational component of the program. The ultimate goal of the program was not only to reduce workplace injuries, but also to lower the company's worker's compensation costs.

The Benefits: By developing and implementing the training program, Hirsh Industries gained a 55% reduction in injuries and a 69% reduction in lost time days. As a result, Hirsh Industries experienced a 52% reduction in incurred worker's compensation expenses in just one year – and a whopping 90% reduction in expenses from the same time period in 2004. The company received an award from its insurance company for its outstanding improvement in accident control, recognizing the company's level of commitment to safety and loss prevention.

As a result of the successful training program, the Delaware Economic Development Office was able to help a Delaware manufacturer significantly reduce worker's compensation expenses, preserve 200 jobs and retain a solid company with the potential for future growth.



The mission of the Delaware Economic Development Office (DEDO) is to be responsible for attracting new investors and businesses to the State, promoting the expansion of existing industry, assisting small and minority-owned businesses, promoting and developing tourism, and creating new and improved employment opportunities for all citizens of the State.